



CITY OF BREMERTON WASHINGTON

CHIEF OF POLICE

\$116,475 - \$141,914

Plus Excellent Benefits

**Apply by
January 6, 2013**
(First Review, open until filled)

PROTHMAN



WHY APPLY?

Washington



The City of Bremerton offers affordable, quality living in a spectacular water and mountain setting. Located on the Kitsap Peninsula in Washington State, Bremerton lies east of the Olympic mountains and directly across the Puget

Sound from Seattle. The ferry terminal and Bremerton Transportation Center at the foot of downtown lead visitors into a growing community of galleries, theaters, shops, restaurants, museums and cafes.

Bremerton offers an experienced Chief of Police a challenging and rewarding career opportunity. If you want to make a difference in a unique community that offers an outstanding quality of life, and would like to lead a dedicated staff in an organization that places a high value on providing outstanding service, this is the position for you!

THE COMMUNITY

Bremerton was platted by William Bremer in 1891 and was officially incorporated on October 15, 1901. With a population of almost 40,000, the City of Bremerton is the largest city in Kitsap County and serves as the urban center for the Bremerton-Silverdale Metropolitan Area.



For over a century, the City of Bremerton has been home to Puget Sound Naval Shipyard, which employs over 9,000 civilians that service U.S. Navy ships. In addition, nearly 6,000 active duty mili-

tary personnel are based at this site. Additional major employers in the region include Harrison Medical Center and Olympic College. Kitsap County's business climate is healthy and the naval and Department of Defense installations in the county have a significant positive impact on the City's economy. Bremerton's downtown core is undergoing a comprehensive revitalization and the City has developed a master plan for the South Kitsap Industrial Area to encourage manufacturing and industrial development.



There is lots to see and do in Bremerton, like taking a stroll along the Boardwalk, touring the historic USS Turner Joy, visiting Harborside Fountain Park and PSNS Memorial Plaza, or spending the afternoon browsing through Bremerton's historic Arts District and unique shops. The popular Blackberry Festival is held annually during Labor Day weekend on the waterfront boardwalk to celebrate everything Blackberry with 130 vendors. In July each year, the downtown streets close to 30 microbreweries for the Bremerton Brewfest and annually in August, a wine festival is hosted by the Bremerton Conference Center in the Harborside Fountain Park. Bremerton is also home to the nation's largest Armed Forces Day parade. And if you love golf, the City owned Gold Mountain Golf Complex is rated number 4 as one of the best public golf courses in the country.

Bremerton is a great place to live and offers quality schools, vast recreation, clean environment, 38 beautiful parks, cultural programs, convenient shopping, and excellent medical facilities, such as the state-of-the-art Heart & Vascular Center at Harrison Medical Center. Olympic College in Bremerton provides advanced technical degrees and enriches the community with many educational and community services and a Business Rela-

tions Center. The Bremerton High School complex boasts a modern performing arts center which provides a venue for opera, dance, theater and the Bremerton Symphony.

THE CITY

Bremerton is a full-service city that operates under the laws of the State of Washington applicable to a home-rule charter city under a Mayor/Council form of government. The city council is currently comprised of nine members, elected by district by the citizens of the City, each serving a four-year term. The Mayor, a full-time elected official, is the chief executive officer of the City. The department directors are appointed by the Mayor with city council approval, and work under the direction of the Mayor.



Mayor Patty Lent is in her 3rd year of a 4 year term and brings a progressive and participatory management style to the City. The management team is comprised of the City's seven department heads and they enjoy a collegial and cooperative working relationship.

The City provides a full range of municipal services including fire protection and emergency medical services, law enforcement, municipal court, parks and recreation facilities and activities, in-house legal department, transportation, infrastructure construction and maintenance, economic development, building and planning, zoning, finance and administration, and operates water, sewer, and storm water utility systems.



THE POLICE DEPARTMENT

Mission

PRESERVE Public Peace
PROTECT Persons and Property
PREVENT Crime
PROVIDE Quality Services

The mission of the Bremerton Police Department is to coordinate and lead efforts within the community to preserve the public peace, protect the rights of persons and safeguard property, prevent crime and provide quality public safety services.

The Bremerton Police Department is a WASPC Accredited Agency and is responsible for the maintenance of public order, responding to incidents of criminal activity, traffic control, criminal investigations, crime prevention, Homeland Security issues and other related public service. The Department currently consists of 2 captains, 2 lieutenants, 7 sergeants, and 45 officers, and 13 civilian personnel and has an approximate 2013 annual budget of \$9.7 million.



THE POSITION

Under the direction of the Mayor, the Police Chief is responsible for exercising local police powers and managing the direction and administration of all City law enforcement services, including traffic enforcement, police operations, community resources, criminal investigations and rules of evidence in conformance with applicable statutes, regulations and administrative policies.

Duties of the Police Chief include:

- Serves as a member of the City's senior management team participating in the City's strategic planning efforts, and addressing City-wide policy and management issues.
- Coordinates law enforcement activities and responsibilities with other local, state and fed-

eral law enforcement agencies. Represents the City in meetings with counterpart officials in other jurisdictions.

- Directs ongoing research into new law enforcement technologies and trends, and recommends implementation of programs and equipment to help the Department achieve its objectives more efficiently.
- Oversees the fiscal operation of the Department. Quantifies and describes program activity, trends and resources; establishes objectives; justifies and presents funding requirements for the Department's short and long range goals and objectives.
- Presents departmental issues and recommendations on major issues requiring policy direction to appropriate advisory bodies and to the City Council.
- Assures that federal, state, county and municipal laws and ordinances are enforced; develops Department operating policies and procedures; issues directives to meet public needs efficiently and effectively.
- Serves as the appointment and removal authority for departmental personnel and informs and consults with the Human Resources and Legal Department on disciplinary matters.
- Directs the supervision, selection, training, and evaluation of department personnel. Recognizes superior job performance. Effects correction in undesirable trends in performance consistent with established City policy.

CHALLENGES FACING THE NEW CHIEF

- Improving levels of service within an environment of limited resources.
- Improving citizen involvement/engagement in a highly transient population.
- Continue to improve upon the City's decreasing crime rate.

IDEAL CANDIDATE PROFILE

The City is seeking a highly ethical, principled, and accountable law enforcement professional who has demonstrated leadership and management skills. He or she must have a successful law enforcement career, including comprehensive technical knowledge of modern practices and proven techniques of police management.

The ideal candidate will be a chief with a strong command presence who can reinstate leadership

and confidence into the Department. He or she will need to hold officers accountable, yet also be a consensus builder who creates a positive work environment. The new chief must be confident, yet approachable to staff and co-workers.

Bremerton is looking for a progressive chief who can enhance an already strong organization. The new chief will be a member of a dynamic management team and must work collaboratively with other team members. He or she must be a team player who can work well with the Mayor and other department directors. Good listening skills and the ability to communicate to a wide variety of audiences is required.



The city of Bremerton is a navy community with areas of low to moderate income. The crime rate has been a problem in the past, so the new chief must have a positive approach to problem solving and a track record showing initiative and innovation in the development of crime prevention programs.

The ideal candidate will stay current in national policing principles and will have the ability to think strategically about future policing in a growing and changing community. He or she will take a proactive approach to police policies and operation and will have competence in data-based decision making to support recommendations and actions.

The new chief is expected to become knowledgeable about police-related legislative issues, labor relations laws and practices affecting law enforcement. Sound budgetary experience with skills to set priorities in the use of limited resources is essential.

EXPERIENCE & EDUCATION

Any combination equivalent to graduation from an accredited college or university preferably with a baccalaureate degree in Police Science, Criminology, Public Administration or closely related field and ten (10) years of full-time paid experience in commissioned law enforcement work; at least four of which involved preparing and implementing law enforcement service programs, departmental budgets and funding justifications, and at least three of which involved commanding and supervising multiple units of active duty commissioned personnel. A valid certification as a law enforcement officer from the State of Washington must be obtained within 6 months of employment. A valid Washington State Driver's License is required.

COMPENSATION & BENEFITS

- **\$116,475 - \$141,914 DOQ**
- 4% deferred compensation
- LEOFF Retirement Program
- Medical, dental and vision
- Sick leave (earns 1 day per month)
- Vacation – 15 days, 20 days after 3 years, 25 days after 5 years
- 11 paid holidays



**For more information on Bremerton,
please visit: www.ci.bremerton.wa.us**

The City of Bremerton is an equal opportunity employer. All qualified candidates are strongly encouraged to apply by **January 6, 2013** (first review, open until filled). Applications, responses to the supplemental questions, resumes and cover letters will only be accepted electronically. To apply online, go to **www.prothman.com** and click on "submit your application" and follow the directions provided. Resumes, cover letters and responses to supplemental questions can be uploaded once you have logged in.



www.prothman.com

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